



The Roseland
trust
Where Everyone Succeeds

Kindness
Responsibility
Ambition

Chief Executive Officer
Applicant Pack

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Message from our Chair

Thank you for your interest in the role of Chief Executive Officer for The Roseland Multi Academy Trust. This is a position of influence and purpose with the successful applicant leading the Executive Team to shape the experiences and outcomes for the children and communities we serve.

As someone with extensive experience in the education sector, I recognise the profound difference that strong, values-led leadership can make not only to outcomes but to the life chances of young people. This role represents an opportunity to build on that belief at scale across our family of schools.

We are at an important point in our Trust's journey. Having successfully led rapid and effective school improvement, we are now focused on embedding that success, anchoring our schools deeply within their communities and ensuring that strong outcomes are not only achieved, but sustained. This role reflects that evolution: from improvement to sustained excellence, innovation and system leadership.

Our Trust remains ambitious for every child and every member of staff. As Trustees and Governors, we are unwavering in our commitment to the highest aspirations guided by our core values of kindness, ambition and responsibility. We are proud of what has been achieved through the dedication, expertise and collaboration of colleagues across our family of schools.



***Our Trust remains ambitious
for every child and every
member of staff.***



Collaboration continues to define us. Our schools work together with openness and integrity sharing best practice, providing support and challenge and learning from one another as well as from partners beyond the Trust. Our leaders are thoughtful, committed and outward-facing creating cultures where staff are supported to thrive and develop professionally.

This role will be central in shaping the next phase of our work; ensuring that overall performance, growth and sustainability is purposeful and evidence-informed and that our Trust continues to contribute meaningfully to the wider education system.

Education remains a complex and demanding landscape yet it is also full of opportunity. We are seeking a leader who will help us build on our strong foundations, sustain excellence and continue to make a lasting difference to the lives of young people.

Thank you again for your interest. I hope this pack gives you a clear sense of our ambition and direction, and we look forward to receiving your application.

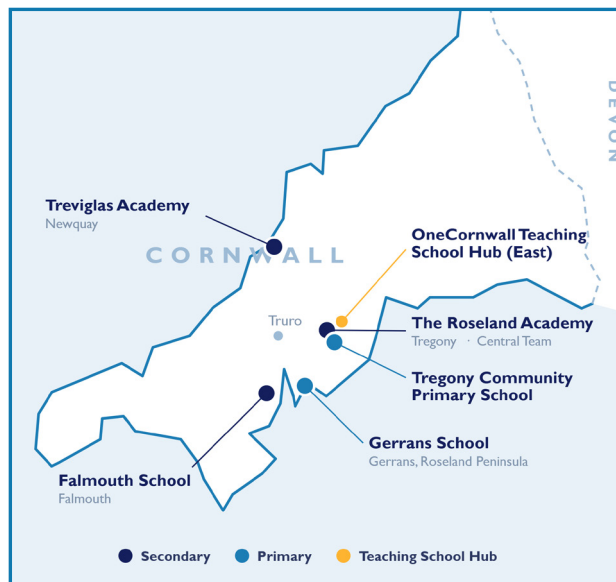
Lisa Michell,
Chair of the Trust Board



The Trust

The Trust consists of three secondary schools (The Roseland Academy, Treviglas Academy, Falmouth School), two primary schools (Gerrans School, Tregony Community Primary School), OneCornwall (East) Teaching School Hub and our Central Team. Our settings incorporate nurseries, sixth forms and community sports venues.

The Roseland Multi Academy Trust is responsible for encouraging and supporting all our schools to conduct robust and honest self evaluations, develop their practice and ensure our students have the best possible learning environments. The Trust has a Central Team to oversee the Trust's business, financial and regulatory compliance, empowering schools to achieve their goals and community engagement. We put our staff at the heart of everything we do to create a team spirit in our highly successful schools.



Mission, Vision and Values

Mission: The Roseland Multi Academy Trust provides an outstanding education for our communities Where Everyone Succeeds.

Vision: To inspire a love of learning within environments that are happy, respectful and challenging where everyone feels valued and able to reach their full potential.

Values: Kindness - Responsibility – Ambition



Within the Trust we have been successful in establishing a Teaching School Hub through the recognised outstanding provision provided by The Roseland Academy. In Cornwall, the East Cornwall Teaching School Hub works in partnership with the West Teaching School Hub, creating OneCornwall Teaching School Hub.

The key functions are:

1. Initial Teacher Training
2. Early Career Teacher Entitlement
3. Appropriate Body services
4. NPQs

Trust Improvement

Since its establishment in 2016, the Trust has remained steadfast in fulfilling its mission and vision, underpinned by a clear set of values and an uncompromising commitment to continuous improvement. This is realised through a coherent, Trust-wide approach to school improvement, professional development and system leadership.

Our Trust Improvement Lead, line managed by the Trust Education Lead, leads our internal CPD offer, “Where People Grow”. This programme is central to our People Strategy, ensuring sustained investment in staff development, leadership capacity and succession planning across the Trust.



Trust improvement forms a cornerstone of our current school improvement model. Our regular activities are carefully structured opportunities to bring colleagues together to rigorously review practice, evaluate impact and identify precise, evidence-informed priorities for development. Rooted in a culture of professional trust and accountability, these sessions enable leaders and practitioners to engage in disciplined, high-quality dialogue that both supports and constructively challenges practice.

Through collaborative working, colleagues share and refine best practice, drawing on expertise across phases and contexts. This not only strengthens the consistency and quality of provision, but also ensures that improvement is collective, sustainable and aligned with Trust-wide priorities, including curriculum quality, implementation and student outcomes.

The impact of this improvement model is seen in strengthened leadership at all levels, increased consistency in the quality of education and a growing culture of reflective practice and professional curiosity. Trust improvement plays a vital role in ensuring that all schools are supported and challenged, enabling the Trust to deliver sustained improvement and improved outcomes for all.

Ofsted Reports

Falmouth School

<https://reports.ofsted.gov.uk/provider/23/137223>

Gerrans School

<https://reports.ofsted.gov.uk/provider/21/142662>

The Roseland Academy

<https://reports.ofsted.gov.uk/provider/23/136572>

Tregony Community Primary School

<https://reports.ofsted.gov.uk/provider/21/142668>

Treviglas Academy

<https://reports.ofsted.gov.uk/provider/23/145843>



Role Summary

Chief Executive Officer

Role title:	Chief Executive Officer
Salary:	Negotiable, commensurate with experience
Contract:	Permanent / Full-Time
Responsible to:	Trust Board

Due to the upcoming retirement of our CEO, we seek a new CEO who will build on strong foundations to lead our ambitious family of schools into its next chapter. The Roseland Trust has strong community roots, and the appointee will shape the next phase of our Trust's development through deep collaboration, high expectations and sustained improvement.

The CEO will be accountable for the overall performance, growth and sustainability of the Trust, ensuring that all children and young people benefit from exceptional educational experiences and outcomes. Working closely with the Executive Team and Trust Board, the CEO will lead and execute our compelling vision, translating strategy into coherent, high-impact practice across all settings. The role combines system leadership, leadership of leaders, and organisational stewardship, ensuring that educational quality, operational effectiveness and financial sustainability are aligned and mutually reinforcing. As Accounting Officer, the CEO is directly accountable for the proper use of public funds and for ensuring the highest standards of governance, compliance and integrity.



This is a role for an exceptional leader who has the ability to critically evaluate educational processes

Key Responsibilities

1. Strategic Leadership

- Provide clear, values-led strategic leadership for the Trust, shaping our mission, vision and strategic plan with our skilled Board.
- Translate a coherent strategic plan into effective and measurable deliverables across all settings.
- Foster a culture of high aspiration, collaboration and continuous improvement across the Trust.
- Contribute to and lead Trust growth and development, including opportunities for expansion and external partnerships.
- Strengthen alignment across schools, ensuring consistency in expectations, systems and communication while respecting individual context and identity.
- Work closely with the Executive Team and Board, providing strategic insight, reports and recommendations to support high-quality decision-making.
- Represent the Trust at local, regional and national level, contributing to sector dialogue and enhancing the Trust's external profile.
- Horizon scan and respond to national policy, ensuring the Trust is proactive and well-positioned in a changing educational landscape.

2. Educational Leadership

- Ensure the highest standards of teaching, learning, safeguarding, inclusion and pupil outcomes across all Trust schools.
- Set a strategic vision for raising educational standards through robust quality assurance, monitoring, evaluation and school improvement frameworks. Lead quality assurance and school improvement.
- Role model the use of data and evidence to drive improvement, ensuring strong outcomes for all pupils.
- Provide clear strategic direction for curriculum, assessment and pedagogy across all phases. Ensure high-quality implementation.
- Hold senior leaders to account for performance while providing support and challenge to secure improvement.
- Promote innovation, collaboration and the sharing of best practice across the Trust.
- Ensure that all pupils thrive within inclusive, safe and aspirational learning environments, promoting safeguarding and inclusion.



3. People Leadership

- Lead and develop a high-performing Executive Team, fostering collective responsibility and shared purpose.
- Line manage the Executive Team and support senior leaders, including Headteachers/Heads of School, ensuring strong performance, accountability and professional growth.
- Build high-trust relationships that foster constructive dialogue and continuous improvement across all levels of leadership. Champion a culture of collaboration and internal community across the Trust, promoting collective ownership of outcomes.
- Develop leadership capacity and progression/succession planning across the Trust, ensuring a strong and sustainable talent pipeline.
- Model and promote the Trust's values, culture and expectations in all interactions.
- Promote staff wellbeing, engagement and professional development.

4. Operational Leadership

- Provide strategic oversight of all operational aspects of the Trust, ensuring systems, structures and processes are effective and aligned to educational priorities.
- Oversee the Trust's executive leadership and operational performance of the central team to provide high quality support to schools and maximise impact on pupil outcomes.
- Ensure robust systems for workforce development, risk management, compliance and continuous improvement.
- Work closely with the CFO and wider Executive Team to align educational priorities with financial and operational planning.
- Oversee resource deployment and management, ensuring value for money and effective use of staffing and physical resources.
- Ensure statutory compliance with funding agreements, statutory requirements and Trust policies across all schools.
- Maintain oversight of safeguarding, health and safety and operational compliance across the Trust.



5. Accounting Officer Responsibilities

- Act as the Trust's Accounting Officer, with personal accountability for the proper stewardship of public funds.
- Ensure compliance with the Academy Trust Handbook, DfE requirements and all statutory and regulatory frameworks.
- Maintain strong financial oversight, ensuring robust internal controls, effective risk management and value for money.
- Provide assurance to the Board on financial integrity, governance and organisational performance.
- Ensure transparency, probity and accountability in all financial and operational matters.
- Work effectively with auditors, regulators and external bodies, ensuring full compliance at all times.



6. Partnership and Stakeholder Engagement

- Work in close partnership with Trustees and Members to deliver the Trust's strategic priorities.
- Build strong, productive relationships with school leaders, staff, communities and partners ensuring schools are anchored within their communities and the Trust as a whole.
- Engage collaboratively with local communities, parents, the Local Authority and wider stakeholders.
- Act as an ambassador for the Trust, strengthening its profile and reputation.
- Lead engagement with external agencies including the DfE and Regional Director.
- Develop partnerships that enhance educational provision and support Trust growth.

7. Governance and Compliance

- Ensure the Trust operates within a robust governance framework, supporting effective oversight and accountability.
- Provide high-quality information and advice to the Board to support decision-making.
- Ensure policies and systems are consistently implemented across all schools.
- Act as principal advisor to the Board on standards, performance and organisational effectiveness.

8. Safeguarding

- The CEO holds overall accountability for safeguarding and child protection across the Trust.
- Establish and promote a strong safeguarding culture where the welfare of children is paramount.
- Ensure safeguarding systems, policies and procedures are robust, compliant and consistently applied.
- Provide strategic oversight to ensure all schools meet statutory safeguarding requirements.
- Ensure safeguarding is embedded in all aspects of Trust practice and leadership.



Trust Responsibilities

- Act in accordance with the Trust's vision, values and strategic priorities at all times.
- Demonstrate the highest standards of professional conduct, integrity and ethical leadership in line with the Nolan Principles.
- Safeguard and promote the welfare of children and young people.
- Work collaboratively and flexibly across the Trust, fostering a culture of shared responsibility and ownership.
- Undertake other duties as appropriate, as requested by the Trust Board.

Person Specification

Essential Qualifications - or evidence of equivalent experience from another sector

- Educated to degree level or equivalent experience.
- National Professional Qualification for Headship (NPQH), National Professional Qualification for Executive Leadership (NPQEL) or equivalent (or evidence of equivalent experience).



Essential Knowledge and Skills

- Substantial, successful senior leadership experience beyond a single setting as an Executive Leader, Regional Director, Deputy CEO or CEO.
- Proven track record of delivering sustained school improvement and raising standards across diverse settings.
- Strong understanding of quality assurance, monitoring, evaluation and school improvement methodologies.
- Highly developed leadership and people management skills, including managing performance.
- Expertise in curriculum, assessment, safeguarding, inclusion and statutory educational requirements.
- Strong understanding of governance, financial accountability and regulatory frameworks.
- Ability to analyse and interpret complex data to inform strategic decisions.
- High-level strategic planning, reporting and communication skills, including presenting to Boards and stakeholders.
- Ability to anticipate trends and translate strategic vision into organisational practice.

Essential Personal Attributes

- Absolute commitment to improving outcomes and life chances for all pupils.
- Integrity, resilience and professionalism, with the ability to lead in evolving environments.
- Strong interpersonal skills, with the ability to build trust, influence and motivate others.
- High levels of emotional intelligence with a coaching, developmental leadership style.
- Commitment to collaboration, partnership working and collective success.
- Adaptability to operate effectively across diverse contexts and phases.
- A values-led approach aligned with the Trust's mission and ethos.
- Commitment to safeguarding and promoting the welfare of children and young people.



Safeguarding

Additional Requirements

- Willingness to undergo an Enhanced DBS check and safer recruitment checks, including online searches.
- Willingness to travel, represent the Trust and work flexibly as required.
- Commitment to working on-site across the Trust.
- Full adherence to statutory and regulatory guidance.

The postholder has a responsibility to safeguard and promote the welfare of children and young people and must adhere to all Trust safeguarding policies and procedures. The postholder will act in accordance with Keeping Children Safe in Education and contribute to maintaining a strong safeguarding culture across all Trust schools.

The Roseland Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people. All appointments are subject to an Enhanced DBS check and satisfactory pre-employment checks, including online searches.



How to Apply

Please apply via the following link:

www.gatenbysanderson.com/job/GSe133811

Our advisors at GatenbySanderson will be delighted to offer you a confidential exploratory conversation to bring the role further to life for you, explore your suitability in greater detail, and support you through the application process if you feel a mutual fit with the role and our Trust. Please contact Dr Maliha Ahmed for a confidential initial conversation – **maliha.ahmed@gatenbysanderson.com**

Please submit a CV with a letter of application addressed to Lisa Michell, Chair of the Trust Board, outlining your interest in the role and how your experience meets the requirements of the position. Within your letter, please respond to the following question:

The Roseland Trust exists to improve outcomes and life chances for every child, particularly those facing disadvantage or barriers to success. *Describe how you have led improvement across a complex organisation or group of teams, and the measurable difference it made to the people you serve. What was your specific contribution, how did you bring people with you, and with hindsight what would you do differently?*

The Trust's application form completed in full must be submitted to GatenbySanderson by **9am, Tuesday 18th August** using the following link: **www.gatenbysanderson.com/job/GSe133811**

If you have any questions about uploading your documents, or if you would welcome a conversation about reasonable adjustments for any stage of the appointment process, including the initial conversation with our consultants, please contact Clair Clarke – **clair.clarke@gatenbysanderson.com**

Candidates are also invited to complete the confidential anonymous diversity monitoring form on GatenbySanderson's website when documents are uploaded. This will be detached from your application by GatenbySanderson and the aggregate anonymised statistics will be shown to the Panel after the selections of candidates have been made at all stages.

Timeline

Closing date for applications: 9am, Tuesday 18th August

Shortlisting and interviews to be conducted prior to 30 September 2026

